

## APPENDIX 5

### CRITERIA FOR APPOINTMENT TO HEARING PANEL POOLS

These are the basic criteria that we recommend for lawyers:

Outstanding legal career, including:

- Excellence in chosen area(s) of law
- Teaching experience – law school, CLE
- Contributions to the profession

A variety of practice backgrounds, with value placed on specialization in:

- Administrative law
- Regulatory law
- Criminal law
- Civil Litigation
- Accounting
- Securities
- Real estate
- Immigration

Adjudication skills

- Sound judgment, independence and objectivity
- Patience
- Decisiveness

Communication skills

- Ability to communicate effectively in hearings and meetings
- Ability to write clearly and effectively in a timely fashion

Diversity:

- Gender
- Geography
- Minority representation

- Experience with cultural and ethnic diversity

These are the basic criteria that we recommend for non-lawyers:

Community service (leadership roles a plus) and recognition

Board experience (leadership roles a plus)

Career leadership / professional or management experience

Regulatory experience

Decision-making skills

- Sound judgment, independence and objectivity
- Patience
- Decisiveness

Communication skills

- Ability to communicate effectively in hearings and meetings
- Ability to write clearly and effectively in a timely fashion

Diversity

- Gender
- Geography
- Minority representation
- Experience with cultural and ethnic diversity